

Message Text

UNCLASSIFIED

PAGE 01 GENEVA 03902 01 OF 02 272010Z

67

ACTION IO-10

INFO OCT-01 ISO-00 AF-06 ARA-10 EA-10 EUR-12 NEA-10

CIAE-00 COME-00 EB-07 INR-07 LAB-04 NSAE-00 SIL-01

L-03 OIC-02 OES-05 (ISO) W

----- 080536

P 271545Z MAY 75

FM USMISSION GENEVA

TO SECSTATE WASHDC PRIORITY 3236

UNCLAS SECTION 1 OF 2 GENEVA 3902

PASS LABOR FOR SEGALL AND PERSONS

E.O. 11662: N/A

TAGS: ILO

SUBJECT: ILO CONFERENCE: RESOLUTION CONCERNING THE FUTURE WORK OF
THE ILO ON PROGRESSIONAL WORKERS

FOLLOWING IS TITLE AND TEXT OF RESOLUTION CONCERNING THE
FUTURE WORK OF THE ILO ON PROFESSIONAL WORKERS

BEGIN TEXT:

RESOLUTION CONCERNING THE FUTURE ACTIVITIES OF
THE INTERNATIONAL LABOUR ORGANISATION CONCERN-
ING PROFESSIONAL AND SIMILAR WORKERS, SUBMITTED
BY MR. TIMMER, WORKERS DELEGATE, HUNGARY

THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR
ORGANISATION,

CONSIDERING THAT SCIENCE AND TECHNOLOGY ARE ACQUIR-
ING GROWING IMPORTANCE IN PRODUCTION AND ECONOMIC
MANAGEMENT IN ALL COUNTRIES AND THAT THEIR APPLICATION
IN A MANNER SUITED TO THE NEEDS OF INDEPENDENT NATIONAL
DEVELOPMENT IS A FACTOR WHICH OPENS THE WAY FOR LASTING
IMPROVEMENT IN THE CONDITIONS OF LIFE, WORK AND CULTURE
UNCLASSIFIED

UNCLASSIFIED

PAGE 02 GENEVA 03902 01 OF 02 272010Z

AND THE QUALITY OF LIFE OF MANYPEOPLES,

NOTING THAT FAR-REACHING CHANGES IN THE FORCES OF PRODUCTION WITH REGARD TO THE DEVELOPMENT OF SCIENTIFIC, TECHNICAL AND TECHNOLOGICAL KNOWLEDGE ARE BRINGING ABOUT A SUBSTANTIAL INCREASE IN THE SIZE OF THE CATEGORY OF PROFESSIONAL AND SIMILAR WORKERS, PARTICULARLY ENGINEERS, MANAGERS AND TECHNICAL STAFF, WHO ARE BECOMING MORE AND MORE CLOSELY INTEGRATED IN PRODUCTION,

NOTING THAT IN EVERY COUNTRY BASIC OF APPLIED SCIENTIFIC RESEARCH HAS BECOME AN IMPORTANT BRANCH OF SOCIAL ACTIVITY INVOLVING AN EVER GROWING NUMBER OF RESEARCH WORKERS AND HIGHLY QUALIFIED STAFF,

NOTING WITH CONCERN THAT IN MANY HIGHLY INDUSTRIALISED COUNTRIES A FORM OF ECONOMIC DEVELOPMENT MARKED BY RESTRUCTURING, CONCENTRATION OR DECENTRALISATION OF UNDERTAKING BASED ON PRIVATE PROFIT-MAKING RATHER THAN ON A DESIRE TO ACHIEVE TRUE RATIONALISATION IS TO BLAME FOR THE DECLINE IN THE CONDITIONS OF EMPLOYMENT AND WORK OF ENGINEERS, MANAGERS AND TECHNICAL STAFF AND IN PARTICULAR FOR AN INCREASE IN UNEMPLOYMENT AND UNDEREMPLOYMENT AMONG SUCH CATEGORIES,

NOTING WITH CONCERN THAT IN MANY COUNTRIES ENGINEERS, MANAGERS AND TECHNICAL STAFF AND HIGHLY QUALIFIED STAFF ARE SUBJECT TO "SPECIAL CONDITIONS OF SERVICE" WHICH, IN RETURN FOR SEEMINGLY FAVOURABLE PROVISIONS, LIMIT THEIR RIGHTS AS WORKERS IN REGARD TO RENUMERATION, CAREER DEVELOPMENT, ADVANCED VOCATIONAL TRAINING AND CONTINUING TRAINING, REDUCTION IN WORKLOADS, AND OCCUPATIONAL SAFETY,

NOTING FURTHER THAT IN MANY COUNTRIES PROFESSIONAL AND SIMILAR WORKERS ARE NOT GUARANTEED FREE ACCESS TO COLLECTIVE BARGAINING AND OFTEN DO NOT ENJOY THE RIGHT TO ORGANISE IN TRADE UNIONS AND TO PARTICIPATE IN FORMS OF TRADE UNION ACTION PURSUED BY THE OTHER WORKERS, IN VIOLATION OF THE FREEDOM OF ASSOCIATION AND PROTECTION
UNCLASSIFIED

UNCLASSIFIED

PAGE 03 GENEVA 03902 01 OF 02 272010Z

OF THE RIGHT TO ORGANISE CONVENTION, 1948 (NO. 87),
AND THE RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (NO. 98),

STRESSING THE PROBLEMS RAISED BY THE DEVELOPMENT OF TRANSNATIONAL CORPORATIONS AND IN PARTICULAR THE SOCIAL CONSEQUENCES OF THEIR ACTIVITIES FOR ENGINEERS, MANAGERS AND TECHNICAL STAFF IN TERMS OF INSECURITY OF EMPLOY-

MENT, REMOVAL FROM THE DECISION-MAKING CENTRES,
RENUMERATION, CAREER DEVELOPMENT AND FREEDOM OF
ASSOCIATION,

CONSIDERING WITH REGARD TO THE DEVELOPING COUNTRIES,
THAT CERTAIN HIGHLY INDUSTRIALISED COUNTRIES AND THEIR
TRANSNATIONAL CORPATIONS ARE USING SCIENTIFIC AND
TECHNOLOGICAL PROGRESS TO AGGRAVATE THE DEPENDENCE OF
A GROWING NUMBER OF COUNTRIES BY MEANS OF POLICIES
MAKING THE TRANSFER OF TECHNOLOGY SUBJECT TO CONDITIONS
FOR ITS APPLICATION AND ALSO BY PROMOTING A "BRAIN
DRAIN" FROM THE DEVELOPING COUNTRIES, WHICH ARE
THEREBY BEING DEPRIVED OF THE HIGHLY SKILLED WORKERS
WHOM THEY NEED TO ENSURE THEIR INDUSTRIALISATION AND
MORE RAPID DEVELOPMENT,

UNCLASSIFIED

NNN

UNCLASSIFIED

PAGE 01 GENEVA 03902 02 OF 02 272017Z

67

ACTION IO-10

INFO OCT-01 ISO-00 AF-06 ARA-10 EA-10 EUR-12 NEA-10

CIAE-00 COME-00 EB-07 INR-07 LAB-04 NSAE-00 SIL-01

L-03 OIC-02 OES-05 (ISO) W

----- 080534

P 271545Z MAY 75

FM USMISSION GENEVA

TO SECSTATE WASHDC PRIORITY 3263

UNCLAS SECTION 2 OF 2 GENEVA 3902

PASS LABOR FOR SEGALL AND PERSONS

REGRETTING THAT THE INTERNATIONAL LABOUR ORGANISATION HAS NOT KEPT A CONSTANT WATCH ON THIS DEVELOPMENT AND THAT SINCE THE REPORT ENTITLED NON-MANUAL WORKERS: PROBLEMS AND PROSPECTS WAS SUBMITTED TO THE SESSION THE PROBLEMS OF ENGINEERS, MANAGERS AND TECHNICAL STAFF AND, IN GENERAL, PROFESSIONAL AND SIMILAR WORKERS HAVE BEEN DISCUSSED NEITHER AT THE CONFERENCE NOR BY THE ADVISORY COMMITTEE ON SALARIED EMPLOYEES AND PROFESSIONAL WORKERS,

DEEPLY CONCERNED AT THE DELAYS IN CARRYING OUT THE
ILO'S LONG TERM PLAN FOR 1976-81 IN REGARD TO
RESEARCH WORK, TECHNICAL CO-OPERATION AND INTERNA-
TIONAL STANDARDS RELATING TO PROFESSIONAL AND SIMILAR
WORKERS;

1. APPEALS TO THE MEMBER STATES OF THE ORGANISATION
TO GUARANTEE TO ENGINEERS, MANAGERS AND TECHNICAL STAFF
ALL THE RIGHTS EMBODIED IN INTERNATIONAL LABOUR CON-
VENTIONS AND RECOMMENDATIONS AND IN PARTICULAR CON-
VENTIONS NOS. 87 AND 98.

2. REQUESTS THE GOVERNING BODY OF THE INTERNATIONAL
LABOUR OFFICE TO INSTRUCT THE DIRECTOR-GENERAL-
UNCLASSIFIED

UNCLASSIFIED

PAGE 02 GENEVA 03902 02 OF 02 272017Z

(A) TO GIVE EFFECT AS SOON AS POSSIBLE TO THE PROGRAMME
RELATING TO PROFESSIONAL AND SIMILAR WORKERS SET
OUT IN THE ORGANISATION'S LONG-TERM PLAN FOR
1976-81 BY CONVENING A COMMITTEE OF EXPERTS IN
1976 TO DRAW UP MODEL RULES CONCERNING THE CONDI-
TIONS OF EMPLOYMENT AND WORK OF ENGINEERS,
MANAGERS AND TECHNICAL STAFF AND, MORE GENERALLY,
PROFESSIONAL AND SIMILAR WORKERS;

(B) TO ENSURE THAT THE DOCUMENTS WHICH THE INTERNA-
TIONAL LABOUR OFFICE WILL PROPOSE FOR THE COM-
MITTEE OF EXPERTS COVER THE FOLLOWING POINTS,
AMONG OTHERS, OF CONCERN TO PROFESSIONAL AND
SIMILAR WORKERS:

(I) RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAIN-
ING AND THE GUARANTEE THAT INDIVIDUAL CON-
TRACTS MAY NOT IMPAIR THE RIGHTS PRESCRIBED
BY THE COLLECTIVE AGREEMENT;

(II) FULL RESPECT FOR TRADE UNION RIGHTS AND THE
EXERCISE OF SUCH RIGHTS BY ALL AVAILABLE
MEANS IN THE UNDERTAKING, THE ECONOMY AND
SOCIETY;

(III) FULL PRODUCTIVE EMPLOYMENT THROUGH PLAN-
NED ECONOMIC DEVELOPMENT IN REGARD TO THE
APPLICATION OF SCIENCE AND TECHNOLOGY TO
PRODUCTION;

(IV) THE GUARANTEE OF CONTINUING ADVANCED TRAIN-
ING AND THE GRANT OF FACILITIES (PAID EDUCA-

TIONAL LEAVE) TO GIVE EFFECT TO THE RIGHT TO
CONTINUING EDUCATION;

(V) PRECISE DEFINITION OF STANDARD POSTS AND
FORMULATION OF OBJECTIVE GRADING CRITERIA, IN
PARTICULAR, INITIATIVE AND THE RESPONSIBILITIES
AND DUTINES PERTAINING TO POSTS;

UNCLASSIFIED

UNCLASSIFIED

PAGE 03 GENEVA 03902 02 OF 02 272017Z

(VI) GUARANTEE OF CAREER DEVELOPMENT TOGETHER
WITH RECOGNITION OF THE INDIVIDUAL VALUE OF
EACH WORKER;

(VII) ELIMINATION OF ANY BARRIER BETWEEN TECHNICAL
STAFF AND ENGINEERS AND BETWEEN MIDDLE AND
SENIOR MANAGEMENT;

(VIII) ELIMINATION OF FORMS OF DISCRIMINATION
AGAINST FEMALE MANAGERS;

(IX) GUARANTEE OF PROTECTION OF EMPLOYMENT
AGAINST ABUSIVE PROVISIONS PRECLUDING COM-
PETITION;

(X) CULMINATION OF PROVISIONS WHICH IMPOSE CON-
TRACTUAL MOBILITY ON MANAGERIAL STAFF;

(XI) CONDITIONS (HOURS OF WORK, HOLIDAYS, HOUS-
ING, TRANSPORT EXPENSES) OF WORK ORGANISA-
TION FOR MANAGERS ON MISSION:

(XII) FREEDOM OF INVENTION AND IN PARTICULAR THE
PROTECTION OF SALARIED INVENTORS;

(XIII) SAFEGUARDS OF THE RIGHT TO INFORMATION AND TO
ACCESS TO THE FUTURE PLANS OF UNDERTAKINGS SO
AS TO ENABLE WORKERS TO SAFEGUARD THEIR OCCU-
PATIONAL INTERESTS;

(XIV) DEMOCRATIC PARTICIPATION IN THE FORMULATION
AND IMPLEMENTATION OF THE UNDERTAKING'S
GUIDELINES AND POLICY;

(XV) THE CONSEQUENCES FOR SUCH CATEGORIES OF THE
ACTIVITIES OF TRANSNATIONAL CORPORATIONS (EM-
PLOYMENT, REMUNERATION, CAREER DEVELOP-
MENT, FREEDOM OF ASSOCIATION);

(XVI) THE PROBLEMS OF THE "BRAIN DRAIN" FROM DE-

VELOPING COUNTRIES AND MEANS OF PUTTING AN
UNCLASSIFIED

UNCLASSIFIED

PAGE 04 GENEVA 03902 02 OF 02 272017Z

END TO IT.

3. REQUESTS THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE, IN THE LIGHT OF THE CONCLUSIONS OF THE COMMITTEE OF EXPERTS, TO PLACE THE QUESTION OF MODEL RULES CONVERNING THE CONDITIONS OF EMPLOYMENT AND WORK OF PROFESSIONAL AND SIMILAR WORKERS ON THE AGENDA OF THE 1978 SESSION OF THE INTERNATIONAL LABOUR CONFERENCE WITH A VIEW TO THE ADOPTION OF AN INTERNATIONAL INSTRUMENT.

END TEXT.

DALE

UNCLASSIFIED

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: TEXT, PROFESSIONAL PERSONNEL, RESOLUTIONS, MEETINGS
Control Number: n/a
Copy: SINGLE
Draft Date: 27 MAY 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975GENEVA03902
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D750185-0379
From: GENEVA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19750518/aaaaapmn.tel
Line Count: 298
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION IO
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 6
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: CunninFX
Review Comment: n/a
Review Content Flags:
Review Date: 28 JUL 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <28 JUL 2003 by SilvaL0>; APPROVED <02 FEB 2004 by CunninFX>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
05 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: ILO CONFERENCE: RESOLUTION CONCERNING THE FUTURE WORK OF THE ILO ON PROFESSIONAL WORKERS
TAGS: ELAB, ILO
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 05 JUL 2006